



CITY OF LODI COUNCIL COMMUNICATION

AGENDA TITLE: Adopt Resolution Amending Memorandum of Understanding between the City of Lodi and the Lodi City Mid-Management Association for the Period of January 1, 2008 through December 31, 2009

MEETING DATE: March 19, 2008

PREPARED BY: Deputy City Manager

RECOMMENDED ACTION: Adopt Resolution amending Memorandum of Understanding between the City of Lodi and the Lodi City Mid-Management Association (LCMMA) for the period of January 1, 2008 through December 31, 2009. As directed by City Council through the City Manager, representatives from the LCMMA and City staff began negotiations for the purpose of amending the MOU. The recommended elements of the MOU are detailed below.

BACKGROUND INFORMATION: The Memorandum of Understanding (MOU) between the City of Lodi and the LCMMA expired on December 31, 2007. The recommended elements of the MOU are as follows:

- Effective the first pay period in which January 1, 2008 falls, all classifications shall receive a 5% equity adjustment.
- Effective the first pay period in which January 1, 2008 falls, the following classifications shall receive an additional salary adjustment as indicated:
 - Assistant Streets & Drainage Manager – 10% salary adjustment
 - Literacy Services Coordinator – 5% salary adjustment
 - Streets & Drainage Manager – 5% salary adjustment
- Effective the pay period in which January 1, 2009 falls, employees will receive a cost of living adjustment based upon the consumer price index (CPI-W) San Francisco-Oakland-San Jose. The increase will be no less than 3% and no greater than 5%. If the City of Lodi General Fund revenues for the period 07/01/2007 to 06/30/2008 as reflected in the Comprehensive Annual Financial Report do not show revenue increases of at least 1% from the previous year (using fiscal year audited financial statements) then LCMMA and the City of Lodi will reopen negotiations with regard to cost of living adjustments.
- The terms and conditions of this MOU shall continue in effect until such time as they are superseded by a signed agreement/MOU between the City of Lodi and the LCMMA. Negotiations will commence no later than 3-months prior to December 31, 2009.

APPROVED: _____
Blair King, City Manager

- The City of Lodi agrees to conduct a job analysis for:

Special Services Manager	June 30, 2008
Management Analyst I/II	September 30, 2008
Water Services Manager	December 30, 2008
Building Official	March 30, 2009
Supervising Accountant	June 30, 2009
- Add language that includes disciplinary actions to be consistent with the City of Lodi Rules for Personnel Administration.

FISCAL IMPACT: The current year salary modifications as recommended, would impact the General Fund by approximately \$107,000 in fiscal year 2007-08. In fiscal year 2008-09 the impact would vary. If revenues do not materialize, then the fiscal impact would vary depending on renegotiated terms.

James R. Krueger, Deputy City Manager

Attachments

RESOLUTION NO. 2008-_____

A RESOLUTION OF THE LODI CITY COUNCIL AMENDING
THE MEMORANDUM OF UNDERSTANDING WITH THE
LODI CITY MID-MANAGEMENT ASSOCIATION

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WHEREAS, representatives from the City of Lodi and Lodi City Mid-Management Association (LCMMA) have bargained in good faith for the purpose of amending certain articles of the Memorandum of Understanding (MOU).

NOW, THEREFORE, BE IT RESOLVED by the Lodi City Council that it does hereby amend the MOU as follows:

Article I-Salary

1.1 Removed and replaced as follows:

Effective the first pay period in which January 1, 2008 falls, all classifications shall receive a 5% equity adjustment.

1.2 Removed and replaced as follows:

Effective the first pay period in which January 1, 2008 falls, the following classifications shall receive an additional salary adjustment as indicated:

Assistant Streets & Drainage Manager – 10% salary adjustment

Literacy Services Coordinator – 5% salary adjustment

Streets & Drainage Manager – 5% salary adjustment

1.3 Removed and replaced as follows:

Effective the first pay period in which January 1, 2009 falls, employees will receive a cost of living adjustment based upon the consumer price index (CPI-W), San Francisco-Oakland-San Jose. The increase will be no less than 3% and no greater than 5%. If the City of Lodi General Fund revenues for the period 07/01/2007 to 06/30/2008, as reflected in the Comprehensive Annual Financial Report do not show revenue increases of at least 1% from the previous fiscal year (using fiscal year audited financial statements) then LCMMA and the City of Lodi will reopen negotiations with regard to cost of living adjustments.

1.4 Remove and replace as follows:

The terms and conditions of this MOU shall continue in effect until such time as they are superseded by a signed agreement/MOU between the City of Lodi and the LCMMA. Negotiations will commence no later than 3-months prior to December 31, 2009.

Miscellaneous

The City of Lodi agrees to conduct a job analysis for:

Special Services Manager	June 30, 2008
Management Analyst I/II	September 30, 2008
Water Services Manager	December 30, 2008
Building Official	March 30, 2009
Supervising Accountant	June 30, 2009

Add language that includes disciplinary actions will be consistent with the City of Lodi Rules for Personnel Administration submitted November 16, 1994, including but not limited to Section 13.07.

Date: March 19, 2008

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I hereby certify that Resolution No. 2008-_____ was passed and adopted by the Lodi City Council in a regular meeting held March 19, 2008, by the following vote:

AYES: COUNCIL MEMBERS –
NOES: COUNCIL MEMBERS –
ABSENT: COUNCIL MEMBERS –
ABSTAIN: COUNCIL MEMBERS –

RANDI JOHL
City Clerk

2008-_____